



DIVERSITY & INCLUSION NEWSLETTER

Whatcom Family YMCA

February, 2022

WE WEAR BLACK

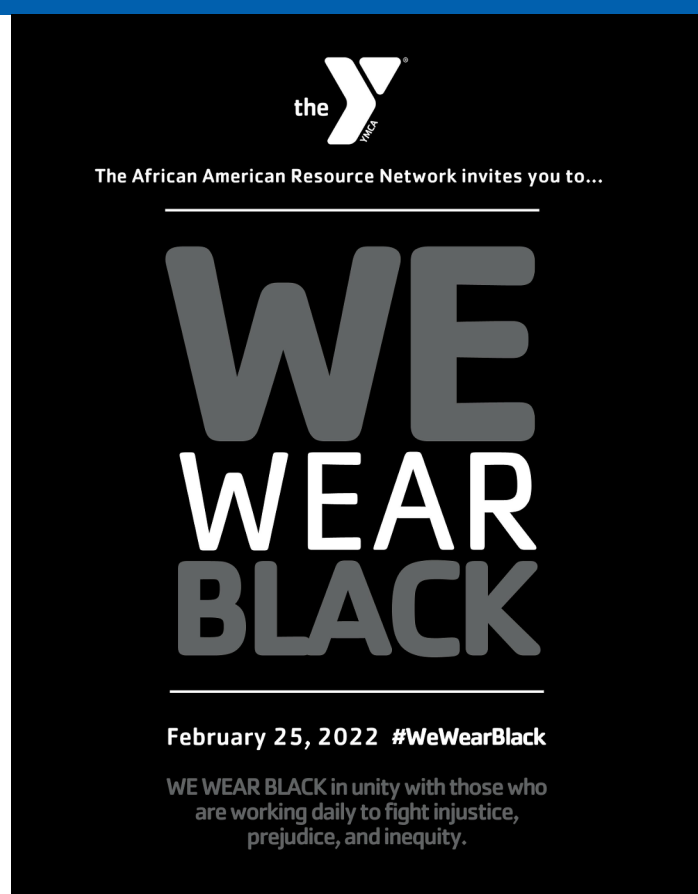
The Y's African American Resource Network (AARN) cast a vision in 2020, as a response to the societal awakening to systemic racism, imploring all Ys to become anti-racist, multicultural organizations that intentionally lead and boldly model diverse and inclusive cultures that impact and strengthen the foundations of our communities.

The AARN acknowledges the history of racism in the US which permeates every system including our organization. They acknowledge that in order to dismantle these systems of oppression we must work in solidarity against all forms of social inequality and oppression.

They invite you and our Y to join us for We Wear Black on Friday, February 25th, 2022, to take a stand against injustice and racism in all forms.

We Wear Black to bring awareness to systemic racism and oppression of Black people in the United States and around the globe. Join them. Take a Stand.

Learn More: [How to Participate in We Wear Black](#)

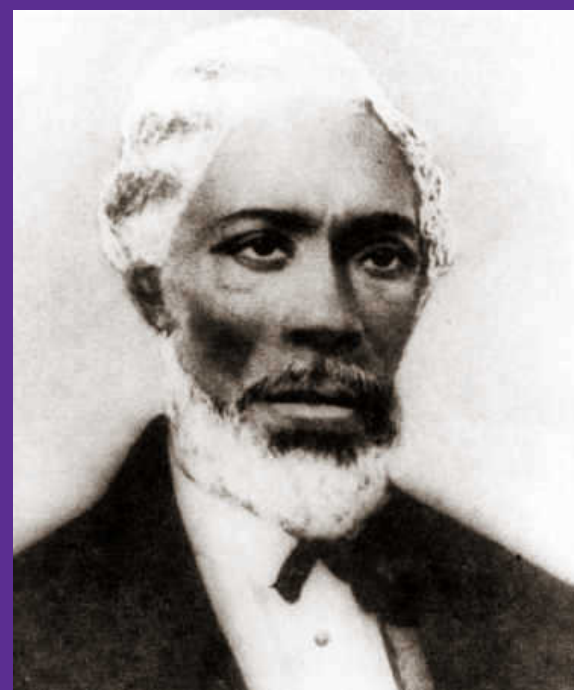


Black Leaders in the Y

Anthony Bowen

A former slave and the first Black American to become a clerk in the U.S. Patent Office, Anthony Bowen founded the first YMCA for the Black community in Washington, D.C., in 1853, eight years before the Civil War.

Additional Black Ys and college chapters were established in the following decades, with membership reaching 28,000 nationwide by the mid-1920s.



DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Seeking Members

The YMCA's DEI Committee is seeking employees who wish to serve our organization in furthering the advancement of our Organizational and Vision Statement. We want to ensure that all voices are heard and strongly encourage front-line employees and employees who are in underrepresented communities or groups to apply.

If you are interested please email: Lynda Purdie - lpurdie@whatcomymca.org.

Organizational Statement:

Everything we do at the YMCA is based on the ideal that everyone should have the opportunity to reach their full potential, regardless of their race, ethnicity, gender, sexual orientation or identity, diverse abilities, age, religion, socioeconomic status or any other statuses or identities. Our work is focused on eliminating barriers to access, eliminating disparities in health, providing educational support, supporting working families, and growing our next generation of change makers for our country.

Commission/Vision Statement:

The Diversity, Equity and Inclusion Committee will be led by staff and volunteers who intentionally strive to promote an inclusive organizational culture that values racial equity, diversity, strengthens inclusion, and builds community. The responsibility of this committee is to guide organizational change that advocates for diverse, equitable and inclusive practices that ensure everyone, regardless of race, ethnicity, gender, sexual orientation or identity, diverse abilities, age, religion, socioeconomic status or any other statuses or identities, feels welcome and has an opportunity to reach their full potential.